

THE ROLE OF FUNCTIONAL ADVISORS IN DOD ACQUISITION CAREER DEVELOPMENT

February 2001

***Office of Director, Acquisition Education,
Training, and Career Development***

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DAWIA

- Defense Acquisition Workforce Improvement Act
- Passed in 1990
- Intended to enhance professionalism and effectiveness
- Imposed education, training, and experience requirements for acquisition positions, especially at senior levels

KEY PROVISIONS OF DAWIA

10 USC § 1721. The Secretary of Defense shall designate acquisition positions.

10 USC § 1722. The Secretary of Defense will establish career paths...in terms of education, training, experience and assignments for career progression to the most senior acquisition positions.

10 USC § 1723. The Secretary of Defense shall establish education, training and experience requirements for each acquisition position.

GENERAL AUTHORITIES UNDER DAWIA

- 1701. Secretary of Defense
- 1702. Under Secretary of Defense for Acquisition
- 1703. Director of Acquisition Education, Training and Career Development (“...to assist the Under Secretary of Defense in the performance of his duties...”)
- 1704. Service Acquisition Executives
- 1705. Directors of Acquisition Career Management in the Military Departments and other DoD Components
- 1706. Acquisition career program boards

DIRECTOR, ACQUISITION EDUCATION, TRAINING & CAREER DEVELOPMENT (AET&CD)

Administers DoD Acquisition Career Development Program:

- Establishes and publishes experience, education, and training standards for each acquisition career field in conjunction with the DoD Components, the Directors Acquisition Career Management (DACMs) and with the advice of the DoD functional advisors
- Identifies and publishes career paths in terms of assignments, experience, education, and training

Source: "Acquisition Career Development Program," DoD 5000.52-M 11/22/95

FUNCTIONAL ADVISOR (FA)

- Principal advisor to the USD(AT&L) on workforce career development matters in his/her functional area
- Represents all personnel in his/her functional area, both HQ and field
- Major determiner of career development policies and programs for the workforce now and in the future
 - Attentive to the pulse of functional area workforce career development needs and trends
 - Draws inputs from current practitioners in the field for development of requirements

FA RESPONSIBILITIES

- The DoD proponent for career development requirements for his/her acquisition functional area
- Assists/advises the USD(AT&L) in:
 - Establishment of the acquisition position category description
 - Development of education, training and experience requirements
 - Career field requirements and certification levels

FA RELATIONSHIPS

- Works with the Director, AET&CD on career development issues
- Designates the leader of the Functional Integrated Process Team (FIPT) for each career field within functional area
- Convenes working groups as required
 - Seeks advice of senior functional representatives from the Services and 4th Estate
 - Works with the DACMs and President, Defense Acquisition University (DAU) in formulating recommended requirements

ACQUISITION FUNCTIONS	FIPT (LEADER)	POSITION CATEGORIES	CAREER PATHS
Acquisition Management FA: Stelloh-Gamer	• Acquisition/Program Management (Stewart)	Program Management	Program Management
		Program Management Oversight	None
		DLA Multifunction Manager	None
Information Technology FA: Curtis	• Information Technology (Boyd) • Software Management (Co ldr: Torezan & Ferguson) Stewart participates	Information Technology	Information Technology
Procurement & Contracting FA: Lee	• Contracting (Cohen) • Industrial Property Management (TBD)	Contracting (including Construction)	Contracting
		Industrial and/or Contract Property Management	Industrial and/or Contract Property Management
		Purchasing	Purchasing
Technical Management FA: Garber	• SPRDEI (Desiderio) • Test and Evaluation (Nolte) • Production & Quality Mgt (Yee)	System Planning, Research, Development, Engineering & Integration	System Planning, Research, Development, Engineering & Integration
		Test and Evaluation	Test and Evaluation
		Manufacturing and Production	Manufacturing and Production

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ACQUISITION FUNCTIONS	FIPT (LEADER)	POSITION CATEGORIES	CAREER PATHS
Business, Cost Estimating, and Financial Management FA: Spruill	<ul style="list-style-type: none"> • Cost Estimating (McNicol) • Financial Management (Dauer) • Earned Value Management (Kinney) 	Business, Cost Estimating, and Financial Management	Business, Cost Estimating, and Financial Management
Auditing FA: Reed	<ul style="list-style-type: none"> • N/A 	Auditing	Auditing
	<ul style="list-style-type: none"> • N/A 	Education, Training, and Career Development	Education, Training, and Career Development
Science and Technology FA: Etter	<ul style="list-style-type: none"> • S&T (Foster) 	Science and Technology Management	Science and Technology Management
Logistics FA: Beckett	<ul style="list-style-type: none"> • Sustainment (Holbrook) • Acquisition Logistics (Fowler) 	Sustainment Acquisition Logistics	Sustainment Acquisition Logistics

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FUNCTIONAL INTEGRATED PROCESS TEAM (FIPT)

- The mission of the FIPT is to support the FA in carrying out his/her responsibilities. As appropriate, the FA will task the FIPT to perform support activities and will direct the work of the FIPT.
- The FIPT will include:
 - A leader appointed by the FA
 - A DACM representative from each Service
 - A functional expert from each Service selected by the Service Acquisition Executive in conjunction with the Service DACM.
 - Functional experts from the DoD Components as determined by the FA.
 - The DAU Program Director for this functional area as determined by the President, DAU.
 - Advisors to the FIPT can be invited by the FIPT Leader on an ad hoc basis depending on the needs of the FIPT.

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CAREER MANAGEMENT OVERARCHING INTEGRATED PROCESS TEAM (CAIPT)

Purpose: To provide coordinated advice to the USD(AT&L) on policies and programs supporting execution of statutory requirements by furnishing a forum for the vetting and consideration of stakeholder interests regarding the education, training, rotational experience, and career development of the workforce.

Activities:

- Assists in formulating policy
- Reviews career development proposals and recommendations
- Performs oversight of the execution of DoDI 5000.58 and assures uniform implementation
- Recommends reconciliation of competing requirements
- Reviews recommended changes to requirements proposed by FIPT during course development

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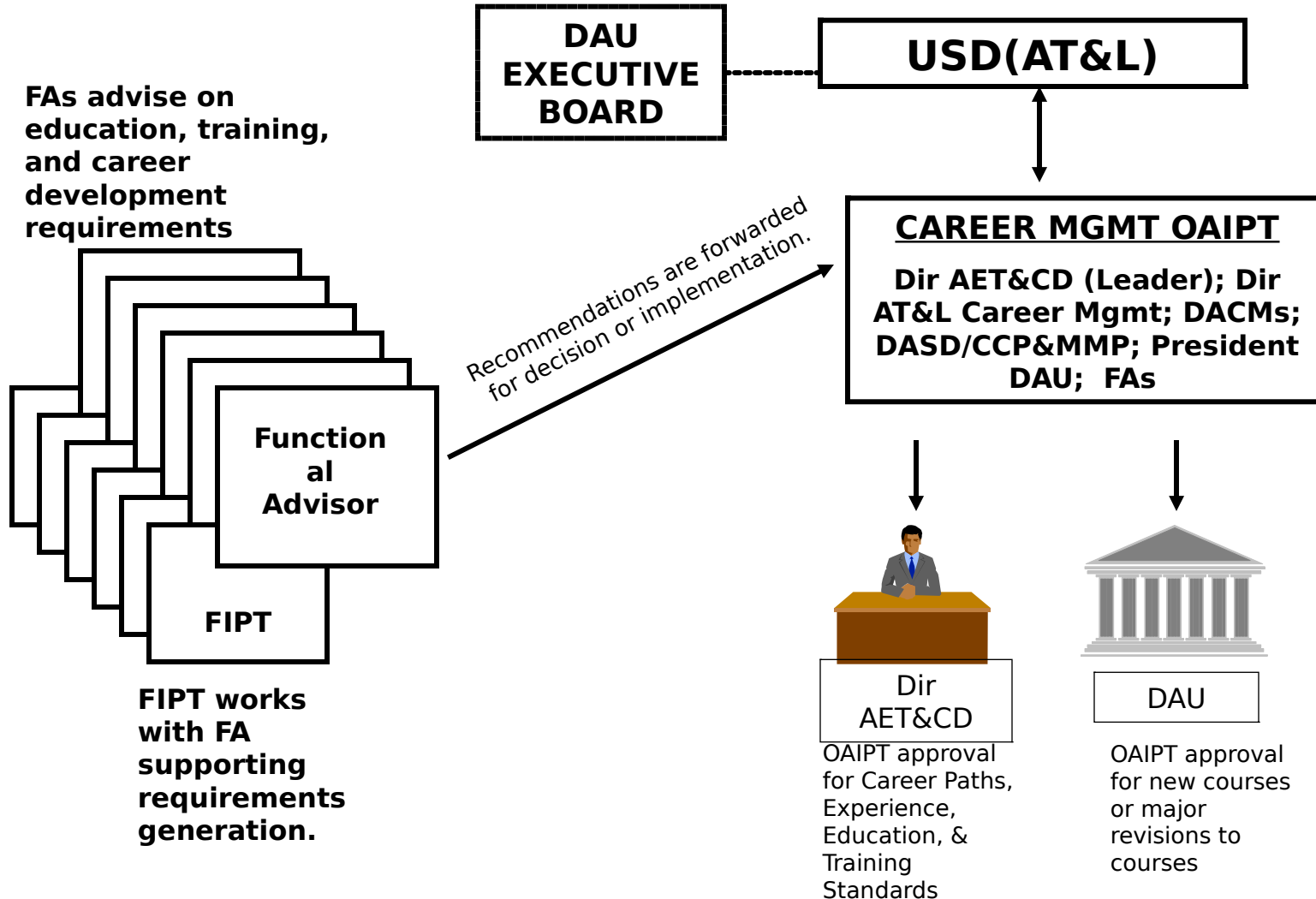
CAREER MGMT OAIPT MEMBERSHIP

MEMBERS:

- Director, AET&CD (Leader)
- Director, Acquisition Technology & Logistics Career Management
- Service DACMs
- DASD Civilian Personnel Policy
- DASD Military Personnel Policy
- President, DAU
- FAs

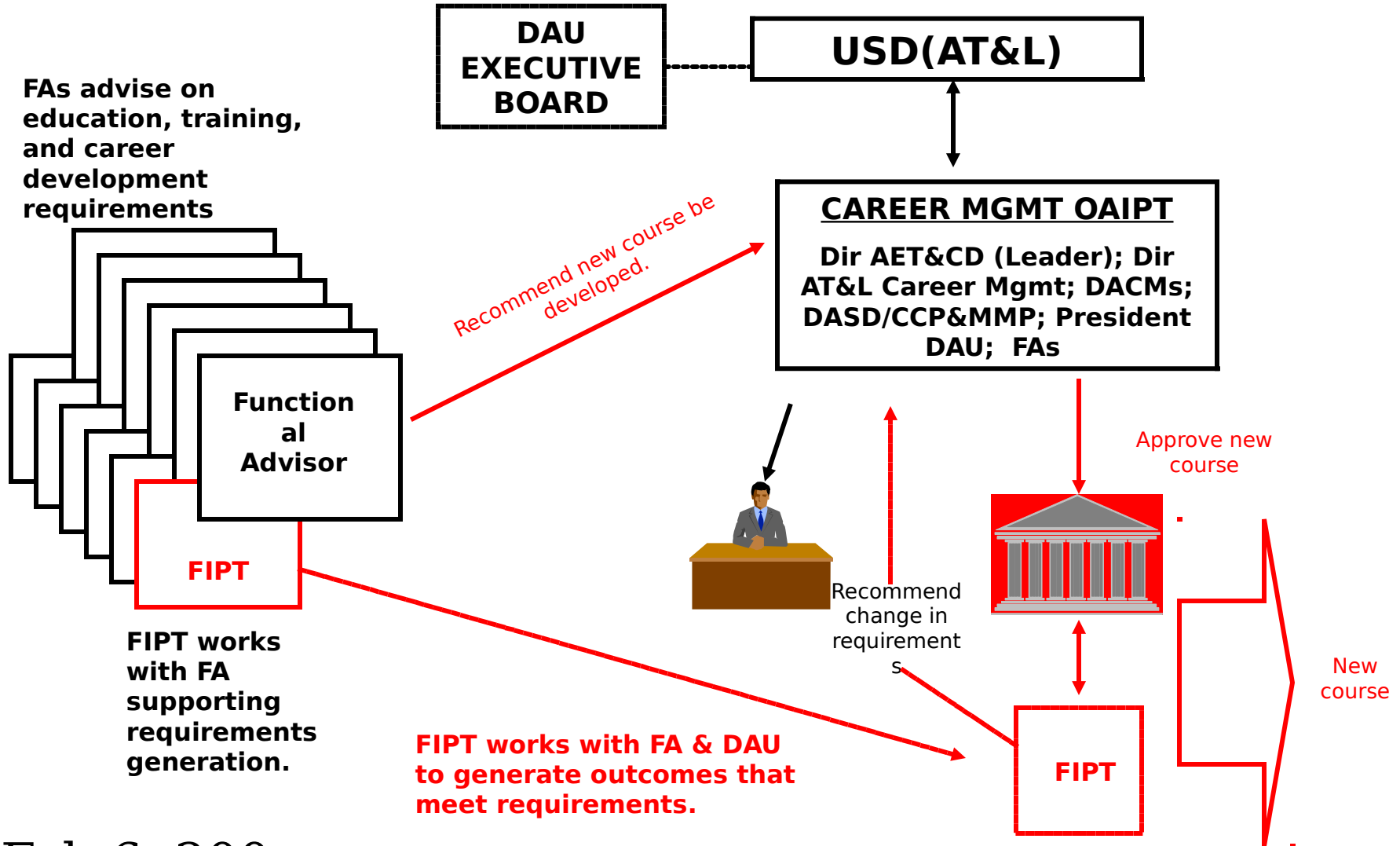
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DOD CAREER DEVELOPMENT REQUIREMENTS PROCESS



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DOD CAREER DEVELOPMENT REQUIREMENTS PROCESS



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SUMMARY

- USD(AT&L)
 - Designates senior DoD acquisition officials to serve as Functional Advisors for acquisition functional areas
- Functional Advisor
 - Represents all workforce members in his/her DoD functional area
 - The DoD proponent for career development requirements
 - Key member of Career Management OAIPT
 - Pivotal role in defining the acquisition workforce that provides critical support to the warfighter, now and in the future
- FIPT
 - Supports the FA in carrying out his/her duties.

BACK UP

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DUTIES OF FA

- Establish and oversee a FIPT(s). The FIPT Leader will be designated by the FA. FIPTs should meet at least annually.
- Advise the Director AET&CD about education, training, and career requirements necessary to implement special reports or directives approved by USD(AT&L) such as:
 - *The Future Acquisition and Technology Workforce*, April 7, 2000
 - *Shaping the Civilian Acquisition Workforce of the Future*, October 11, 2000.
- Make recommendations to augment existing career paths to reflect the specific academic disciplines, technical functions, experiential and developmental assignments, and Leadership Competencies to be emphasized in the respective career field(s). Promote and enable multifunctional career paths. Identify and encourage opportunities for broadening and rotational assignments to permit crossflow of acquisition workforce members seeking multiple career path experience.

DUTIES OF FA (cont.)

- Establish and periodically review the DoD criteria for designating position category description(s) and career path certification.
- Annually certify to the USD(AT&L), through the Director, AET&CD:
 - Experience, education, and training standards as specified in DoD 5000.52-M.
 - Position category description(s) as current, complete, and accurate.
 - Content and quality of DAU courses as current and complete.
- Monitor and evaluate the effective implementation of DoD 5000.52M within the functional area.
- Recommend initiatives for career development and rotational assignments between various DoD Components as well as with other Government Agencies.

DUTIES OF FA (cont.)

- Oversee education and training requirements:
 - Identify the competencies required by the future workforce.
 - Periodically review requirements, allocations, quotas, student attendance, course critiques, priorities, funding, and reports under DoDI 5000.58.
 - Make recommendations on the modifications, establishment or disestablishment of mandatory courses.
 - Consider continuous learning needs and resources as part of the FA's requirements review process.
 - Assist the DAU Program Director and Course Director(s) as necessary with routine updates to the content of established courses to maintain currency.